



## @USNPEOPLE WEEKLY WIRE

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- Pentagon Hosts Tragedy Assistance Program for Survivors [\[LINK\]](#)
- NYU Hosts Women in the Military Panel Discussion during Fleet Week New York [\[LINK\]](#)

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or find it online at [www.navy.mil/cnp](http://www.navy.mil/cnp)

## **1.) Navy Overhauling Its Evaluation System in Drive toward Pay-For-Performance / 1 JUNE 17 [\[LINK\]](#)**

FEDERAL NEWS RADIO, Jared Serbu

Compared against a military personnel system that's changed very little over the last several decades, the Navy is pondering what might be considered revolutionary reforms, like paying servicemembers based on their performance, not just their rank and qualifications, and promoting high-performing officers ahead of peers with more seniority.

First though, officials say they need an evaluation system that delivers much more granular, fair and objective performance measurements. So, they've begun the process of overhauling a fitness reporting system that saw its last major update in 1996.

"We've lived with the system we have because folks have learned to work with it. It's sort of the evil we know," Vice Adm. Robert Burke, the chief of naval personnel said in a wide-ranging interview for Federal News Radio's On DoD. "But we need to get to some objective measures of performance with enough fidelity that we could do things like pay-for-performance."

As part of a broader group of personnel reforms that fall under the banner of an initiative called Sailor 2025, the Navy has begun initial testing on a replacement system that relies on behavioral science that's already been applied to performance ratings at large private sector firms. A formal pilot program is expected to begin this summer, and the Navy plans to have some version of the new system in place by next year after testing it in mock promotion boards side-by-side against the existing system, NAVFIT 98.

Burke said in addition to making performance measurement less subjective and more standards-based, the Navy wants to reduce the one-size-fits-all nature of today's FITREPS. Currently, there's little difference between an ensign's evaluation report and an admiral's, nor does the current system leave much room for individual warfare "communities" to include measures that are specific to the work they do and the competencies they require.

He said the new system would also need to give sailors meaningful feedback on their performance throughout their careers, not just when they receive their evaluations.

"We also want to get rid of some of the artificialities in our current system, one of which unintentionally drives the reporting seniors to rate individuals by their seniority rather than by their talent," Burke said. "The new system gets away from this entitlement of time-in-grade, or people waiting their turn for promotions. It also drives us to make meaningful evaluations of individual traits, like character and leadership. Today we're overly obsessed with the bottom-line number and those individual component grades have become less meaningful. In this new system, you can't reverse engineer those component grades to give somebody a better score, they have to actually mean something in and of themselves."

Burke said that's partially because instead of grading sailors on a static form, rating officials will be presented with a series of performance traits that "waterfall" down a screen, and then given about six seconds to rate how true a given statement is about a particular servicemember.

"You would mix them up with a batch of 20 positive statements about leadership, 20 about tactical competence, 20 about technical competence, all the things you want to grade," he said. "The art is in getting those value statements right and how you vary them for seniority. The value statements for a very junior sailor are probably different from the ones you'd want to present for a very senior officer. But by forcing that gut reaction from the reporting senior, you can't go back and reverse engineer it to produce an overall outcome, and that's what we have been doing in the past."

Under the old system, completing one sailor's performance evaluation took, on average, two hours. Burke said the new one takes about six minutes, and can be done on a smartphone.

He said the Navy's early tests have also shown that it produces a more believable distribution of ratings across the force. NAVFIT 98 produced ratings in which the vast majority of sailors appeared to be well above-average: on a scale of 0-5, the preponderance of the grade distribution was between 4.85 and 5.0. The new system produces something that more closely resembles a bell curve.

Once the service has implemented performance measures with more fidelity, the Navy wants to use it to help implement several of the initiatives in Sailor 2025, including more tailored compensation packages.

"One of the end state goals is to tie pay to performance level, and maybe to willingness to move and even educational packages, exactly the way you would do it in a Fortune 500 company. You could say, 'I'm willing to sign a contract for six years, but I'd like to stay here to get my son through high school, and some place down the line I'd like to go and get my Master's degree,'" Burke said. "Today, the pay is all mandated by Congress. We'd like to have some additional flexibility within each of those tables to have a negotiation."

The Navy has also asked Congress – so, far, without success – to allow it to tie officers' promotion schedules to their performance. Under the proposal, officers' lineal numbers could be re-ordered so that higher performers could be promoted ahead of others in the same year group.

#### [LINK TO AUDIO](#)

## **2.) Chief of Naval Research Issues Challenge for Innovation and the Future Force / 31 MAY 17 [\[LINK\]](#)**

Office of Naval Research Public Affairs

ARLINGTON, Va. (NNS) -- The Chief of Naval Research (CNR) has issued a historic call for innovative ideas to support the Navy and Marine Corps of the future.

Leap-ahead technologies and cutting-edge concepts are the focus of the new CNR Concept Challenge [[www.navalengineers.org/Symposia/2017-Naval-Future-Force-Science-and-Technology-Expo/Program/CNR-Concept-Challenge](http://www.navalengineers.org/Symposia/2017-Naval-Future-Force-Science-and-Technology-Expo/Program/CNR-Concept-Challenge)], with finalists to be announced at the Naval Future Force S&T Expo, held at the Walter E. Washington Convention Center in Washington, D.C., July 20-21. The Expo is co-sponsored by the American Society of Naval Engineers.

"I am looking for visionary ideas that really get out in front of the rapid, ever-accelerating technology development and deployment cycle," said Chief of Naval Research Rear Adm. David J. Hahn. "With new advances taking place at breakneck speeds, across multiple domains, the truth is that the 'Navy and Marine Corps After Next' is being created right now."

"I need people to think big, and then imagine even more."

The concepts in the CNR Challenge need to keep naval ships, aircraft and personnel always at an advantage, and help Sailors and Marines either deter conflict or win decisively and return safely.

"We want our men and women on the front lines to have such a dominant technological edge that potential adversaries don't even try to challenge us," said Hahn.

All idea submissions will be reviewed by a team of subject matter experts within the Office of Naval Research (ONR). Finalists must be registered for the Expo, at <http://www.navalengineers.org/Symposia/2017-Naval->

Future-Force-Science-and-Technology-Expo, to be selected and will be announced at the event by the CNR during his opening remarks.

The Expo provides an opportunity for finalists to meet with appropriate ONR subject matter experts and program officers for further exploration of each concept-and potential for follow-on work.

Watch a new video, at <https://youtu.be/hKYiNPfZe1o> , of Rear Adm. Hahn discussing the role of naval research in maintaining America's maritime superiority.

For more news, visit [www.navy.mil](http://www.navy.mil), [www.facebook.com/usnavy](https://www.facebook.com/usnavy) or [www.twitter.com/usnavy](https://www.twitter.com/usnavy).

For more news from Office of Naval Research, visit [www.navy.mil/local/onr/](http://www.navy.mil/local/onr/).

### **3.) MCPON Releases FY 2018 CPO 365 Guidance / 30 MAY 17 [LINK]**

Office of the Master Chief Petty Officer of the Navy Public Affairs

WASHINGTON (NNS) -- Master Chief Petty Officer of the Navy Steven S. Giordano released the CPO 365 Guidance May 30 for fiscal year 2018.

CPO 365 is a year-long program designed to ensure the CPO Mess and First Class Petty Officers are continually and steadily developing to succeed in future leadership positions and affords command leadership the flexibility to conduct education and training in alignment with the Navy Ethos and Navy Core Values of honor, courage and commitment.

Giordano is keen on highlighting three core principles of being a confidently humble leader. Everywhere he goes he reminds Sailors to be authentic, competent and courageous, both personally and professionally, in every aspect of their life.

"By speaking from our own learned experiences and using history to reinforce our steely grit as a Navy, we gain a deeper trust from those we lead," Giordano said. "We understand the decisions we make require us to be risk takers and that it takes courage to lead from the front with conviction."

Giordano said the guidance for this year incorporates feedback from the fleet received during his travels and brought to him by the CPO community through the fleets. Since becoming the master chief petty officer of the Navy Sept. 2, 2016, Giordano has traveled to Norfolk, San Diego, Key West, Hawaii, Millington, Bahrain, Afghanistan, Djibouti, the Pacific Northwest, the United Kingdom, Spain, Italy and Greece speaking with Sailors in every community at every level.

"I've been traveling the fleet quite a bit for the past nine months, asking Sailors what they want out of this program," Giordano said. "I think the results of that input are well incorporated into this year's guidance."

This summer he is scheduled to visit 7th Fleet accomplishing his goal of touching each Navy area of responsibility within the first year since assuming office. He has spoken with Sailors from 3rd, 4th, 5th, 6th and 10th fleet, various Flag officers and members of Congress and attended several formal Navy events and spoken at dozens of all hands calls, all while maintaining a home, being a husband and a father.

"Authentic people know who they are, they speak from their own experiences and know how to define these things," Giordano said. "At the end of the day, no words on paper are truly going to be able to have Sailors understand authenticity, competence and courageousness until you get up and have a conversation with them, face to face, eye to eye and they can look at you and understand where you are coming from."

The Master Chief Petty Officer of the Navy is the senior enlisted person in the Navy and serves as the senior enlisted leader of the Navy, an advisor to the Chief of Naval Operations and to the Chief of Naval Personnel in matters dealing with enlisted personnel and their families. Giordano is the 14th MCPON.

More information on the CPO 365 guidance can be found on the MCPON's page at [www.navy.mil/mcpon/index.asp](http://www.navy.mil/mcpon/index.asp).

For more information, visit [www.navy.mil](http://www.navy.mil), [www.facebook.com/usnavy](https://www.facebook.com/usnavy), or [www.twitter.com/usnavy](https://www.twitter.com/usnavy).

For more news from Master Chief Petty Officer of the Navy, visit [www.navy.mil/local/mcpon/](http://www.navy.mil/local/mcpon/).

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Initially established as "Gay and Lesbian Month" by Presidential Proclamation in 2000, LGBT Pride Month recognizes the accomplishments of the lesbian, gay, bisexual and transgender community.

The LGBT community is part of One Navy Team that contributes their diverse talents, skills and service to the strength of the force.

"To remain the finest seagoing fighting force, the Navy needs men and women who are the right fit for the right job regardless of race, gender, sexual orientation, creed or gender identity," said Capt. Candace Eckert, Special Assistant for Inclusion and Diversity. "Our goal is to ensure that the mission is carried out by the most qualified and capable Sailors. If an individual can meet the Navy's standards, they should be afforded the opportunity to be part of the One Navy Team."

The Navy is committed to recruiting and retaining top talent regardless of race, class, sex or background. A diverse, inclusive environment allows diversity of thought and innovation to thrive.

In 2016, the DoD instituted a policy change allowing transgender individuals to serve in the military as their preferred gender.

For service members, repeal of Don't Ask, Don't Tell in 2011 allowed gay, lesbian and bisexuals to serve openly in the United States Armed Forces.

For more information about LGBT Pride Month, visit: <http://www.deomi.org/human-relations/special-observances.cfm>.

For more news from Chief of Naval Personnel, visit <http://www.navy.mil/local/cnp/>.

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